



COMMISSIONER
HAROLD W. CLARKE

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AROUND THE BLOCK

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What is Reentry and Why is it Important?

By Gerri Riley

Director, Reentry Services Division

This year, as in recent years, the DOC will release more than 2500 offenders back into the communities from which they came. They have served their time and paid their debt to society and will rejoin their respective cities and towns. If they go through their incarceration without making changes in their lives to function as productive members in society, chances are, their return to society will not be a positive one. We must put services in place that will allow these individuals to successfully re-integrate into their communities, while promoting public safety. The DOC's Reentry Initiative is designed to do just that.

In Massachusetts, the average cost per year to incarcerate one offender is \$43,000. \$542.6 million is budgeted to support DOC's current prison census and functions for fiscal year 2008. Our goal in strengthening the reentry strategy is to reduce our 39% recidivism rate, (which is significantly less than the national average of 67%) and to decrease costs to the taxpayers.

Our reentry process begins on day one, upon commitment to one of our reception centers. A personalized program (reentry) plan is developed and inmates are classified to the appropriate security level. The plan identifies and recommends programs specifically targeted to address those risks and needs throughout their incarceration. Our correctional system via the Program Services Division, Inmate Training & Education Division, Health Services Division and MassCor Industries provide effective, evidence based programs which include but are not limited to: education, employment training, substance abuse treatment, mental health treatment, parenting, sex offender treatment and cognitive behavioral treatment. By ensuring access to these types of programs, crime can be reduced and communities will be made safer. It is truly a shared approach and involves efforts of all the DOC's correctional professionals. The role that each staff member plays in the process depends on what their function is and where they work.

(Continued on page 2)

The Reentry Services Division team works together to support the Department's mission of promoting successful offender reentry.



Back to front and left to right:

Marissa Cutts

Lorraine Oliveri

Don Stewart

Jen Rousseau

Tom Connolly

Gerri Riley

Not pictured, but also part of the Reentry Team, are Melanie Chabot and Brian Jionzo

Individuals committed to our prison system often lack the basic life skills which may be a cause of their criminal behavior. They have difficulty living and contributing as members of society. For example, here are some alarming statistics pertaining to the offenders in our system:

49% of females and 60% of males entering DOC test at or below 9th grade level in reading.

75% of females and 83% of males entering DOC test at or below 9th grade level in math.

35% of females and 50% of males cannot write at a literacy level.

66% of the female offenders have open mental health cases.

Substance abusers who receive chemical dependency treatment in prison are 15% less likely to re-offend than offenders who do not.

Offenders who participate in Correctional Industries are 7.8% less likely to re-offend than offenders who do not.

Offenders who receive vocational education are 11% less likely to re-offend than offenders who do not.

Sex Offenders who receive cognitive behavioral treatment in prison are 11% less likely to re-offend than offenders who do not.

(Reentry continued from page 1)

The role of the Reentry Services Division is to research, design, identify and implement best practices in the field. We have direct oversight of the nationally recognized MassHealth Pilot Program (health insurance) which will provide continuity of care for medical/mental health needs and substance abuse treatment for released inmates. We also oversee the Reentry Housing Program for individuals at risk of homelessness and act as liaisons to the community based, Parole operated Regional Reentry Centers. The Division is also expanding existing resources for incarcerated veterans through state and federal partnerships. The Division is seeking to expand education through training forums and by publishing extensive resources on the “Divisions” intranet page. The goal of reentry is not to reward offenders for past mistakes, but to address factors that cause criminal behavior and to keep citizens safer while avoiding some of the cost of building expensive new prisons to house repeat offenders. The DOC is looking to expand and collaborate with other agencies, volunteers, faith based organizations and community based service providers to promote a seamless transition back into the community.

Nationally, President Bush recognized the importance of improving services to those leaving correctional facilities as he recently signed The Second Chance Act. This legislation also improves public safety by better addressing the reentry of so many ex offenders on a national level. It will save local, state and federal governments money, and it will help hundreds of thousands of offenders and their families rebuild their lives as they reenter society. The Second Chance Act places emphasis on expanding job training and placement services, providing transitional housing and helping newly released prisoners get mentoring, including assistance from faith-based groups.

MCI Norfolk Infirmiry

By Cynthia Sumner

It is well known that due to the aging population of inmates in the Department of Correction there has been a critical need for additional infirmiry and assisted daily living (ADL) bed space. The lack of infirmiry bed space has resulted in extended hospital stays, costing the department money in security coverage as well as hospital level care.

As early as 2005 the administrative staff at MCI Norfolk were approached about the possibility of converting the existing Health Service Unit to an Assisted Daily Living Unit. Over the course of the next two years a plan was developed and implemented through the collaboration of the MCI Norfolk administrative and maintenance staff, DOC Health Services Division, UMass Correctional Health Services, CORE services, and technical expertise from Resource Management.

In anticipation of the 16 bed ADL Unit at MCI Norfolk, a plan was developed to minimize and reduce the inmate outpatient traffic on the second floor of the Health Services Unit and provide for all medical and mental health needs. Beginning in June 2007, clinical offices were moved to the first floor, and administrative offices relocated to the second floor. In addition, changes to the assignment of third floor offices were made to accommodate a mental health wing. Mental health clinicians began conducting patient interviews on the third floor in July 2008.

Just prior to the commencement of infirmiry renovations in July 2007, the Superintendent of MCI Norfolk was notified that the ADL unit would now be designated as an infirmiry. The infirmiry renovations included installation of a bathroom and showers to allow for handicap accessibility, relocation of existing security grills, officer station, repainting, and the installation of new infirmiry beds and side tables. On

August 8, 2007, the infirmiry was structurally ready to open. As supplemental funding had not yet released the funds that would allow for the expansion dollars for nursing staff, the Health Services “ward” was reopened on August 14, 2007.

After approval and release of funding, and hiring of needed medical staff, the infirmiry opened on April 9, 2008 with the first patients being admitted from the MCI Shirley infirmiry.

Many staff at MCI Norfolk, including Superintendent Luis Spencer and Health Services Administrator Donna Jurdak, feel they have come full circle from when they worked at MCI Norfolk in the ‘80’s in the Hospital Unit that was there at that time.



DOC Initiates Expanded Recruitment Campaign

By Diane Wiffin

The Division of Diversity & Equal Opportunity Employment, now in its third year, and the Human Resources Division have joined with the Office of Communication and Outreach in the development of an enhanced recruitment campaign that began in mid-July. The DOC increased its efforts to reach out to communities where diverse populations live, to increase awareness about employment opportunities at the DOC that include managers, administrative staff, and maintenance workers, in addition to Correction Officers and Correction Program Officers.

The DOC initiated this enhanced campaign as part of our response to an Executive Order from Governor Deval L. Patrick to state agencies regarding diversity. With the DOC being one of the state’s largest agencies, there is an opportunity to have a greater impact on the state’s workforce.

Using our own staff, the DOC created advertisements that appeared in newspapers, billboards, buses and subways, enhancing recruitment efforts over traditional “help wanted” placements. In addition to ethnic newspapers, the ads were seen on the Boston Arborway bus route, the Red and Orange Lines, and buses in New Bedford/Fall River, Springfield and Worcester. Drivers saw a billboard in Worcester and in Lawrence. The DOC sustained its broadcast spots on the radio as well.

The DOC continues to attend job fairs and career days at institutions of higher learning as well as facilitating job fairs at the Training Academy. A highlight of the summer was the DOC’s participation in Boston’s National Night Out (NNO) on August 5th at the Franklin Park Zoo, attended by over 8,000 people. DOC employees represented the department there and at other NNO events in targeted cities, such as Lowell, Lawrence, Worcester, Fall River, New Bedford, Brockton and Springfield. NNO is a partnership between local police departments and community groups to promote safe neighborhoods. As a public safety agency, DOC participation was a good fit. Banners were hung displaying the DOC logo “Be Part of Something Extraordinary, Be Part of the Massachusetts Department of Correction” and the new DOC recruitment contact number 1-866-WRK-4DOC.

In collaboration with the Massachusetts National Guard, the DOC is attending National Guard Job Fairs, posting DOC recruitment posters at National Guard locations and attending monthly meetings to target active National Guard members and those returning from active duty.

This increased visibility for the DOC should improve staff recruitment, a critical role in the future success of the Department.

Example of the billboard and bus ads

Example of a newspaper ad

The DOC recruitment campaign used the following outlets for advertising employment:

Newspapers:

Bay State Banner
Haitian Reporter
Dorchester Reporter
Mattapan Reporter
Vocero Hispano
El Mundo – Boston

Transit:

MBTA Buses out of Arborway garage
MBTA subway –Red and Orange lines– interior car cards
Springfield Buses
New Bedford/Fall River Buses
Worcester Buses

Billboards

Worcester Rt 290
Lawrence Rt 28

Radio:

WJMN 94.5FM
Power 800AM



SPOTLIGHT ON NCCI

Wind Turbine Project at NCCI

By Andrew Bakinowski

Just over a year ago, Governor Deval Patrick issued Executive Order No. 484, which challenged state government to "Lead by Example" in reducing energy use and greenhouse gas emissions, representing one of the most ambitious "Go Green" initiatives in the nation. Fortunately, the Division of Resource Management (DRM) and NCCI had already been working towards the introduction of renewable energy sources by exploring the potential for harnessing wind power where a water tower once stood on the grounds of NCCI.

In January 2007, DRM oversaw the installation of a 168 foot wind recording station at NCCI. This recording station collected wind data and wind direction over the next 14 months. NCCI staff were instrumental in recovering the monthly data and sending the digital information to staff at the UMASS Renewable Energy Lab.

In March 2008, after nearly 14 months of data collection, the group from UMASS prepared a summary report of the wind speeds and looked at the viability of the wind resources for this location. The data has been evaluated and, based on the wind speeds and direction, NCCI has been determined to be a viable location for a large commercial wind turbine. Wind speeds above 6.5 meters per second (13 miles per hour) are considered to be good. The location at Gardner has winds of 7.1 meters per second. Details on this project still have to be worked out but the size of the turbine is expected to be at least 1.5 megawatts, with a projected energy offset of nearly 80% of the annual electrical usage.

DRM, working with the Executive Office of Energy and Environmental Affairs, DCAM and the Division of Energy Resources is trying to procure a wind turbine that had been designated for another Massachusetts community where construction did not go forward. As negotiations just began, it is too early to tell the outcome, but we remain optimistic that this project will go from the drawing board to reality.

NCCI Community Gardens

By Anita Collins

Visitors of NCCI have long been surprised when entering the facility to see extensive inmate gardens carved into the hillside just inside the medium security perimeter. Although unique to the DOC, NCCI has long maintained a successful inmate garden program to constructively occupy our inmate population and help stabilize the institution's climate. In this, inmates share garden plots and can grow vegetables for their own consumption. In the spring of 2008, we increased the successes of this program by expanding it to benefit the community.



NCCI's Community Gardens consist of two designated areas; one adjacent to NCCI Gardner's minimum security unit and one inside the medium facility. A volunteer assists in coordinating the minimum garden while the treatment department handles supervision of the medium security plots. The

intent of this initiative is to provide a service that meets a variety of needs in the community while expanding the number of inmates who can participate in gardening. We have already begun donating produce from the Community Gardens to Hope House (a shelter for battered women located in Gardner). As the harvest continues, more will be sent to them and to other local charities. We also seek to use some of the produce in our Culinary Arts to help keep program costs down and contribute to staff wellness.

Staff Recognition at NCCI

By Sheila Cregg

In an effort to increase staff recognition and morale, NCCI Gardner held a *Celebration of Excellence* event on November 27, 2007. The first of what is envisioned to be an annual event was modeled after the DOC's Beyond Excellence program. We realized that every year we submit numerous deserving nominations to the Beyond Excellence Awards Committee realizing that only a few deserving staff can be selected from any one site. Despite their selection, or non-selection on a departmental level, we were inspired to begin recognizing these staff on a local level for their excellence in service to the DOC. To this end, a luncheon was held in our Assembly Building for the recipients, their family members and NCCI's staff where supervisors and managers presented each nomination and the award associated with it. Associate Deputy Commissioner Tim Hall was present at this event.

Honored at NCCI's *Celebration of Excellence* event were: Correction Officer Richard Newell (pictured right) who was selected at NCCI Gardner's Employee of the Year, CPO IIs Thomas Newell and Margaretta Rau-Erickson for Care and Custody, Linda Madigan-Laquire for Office Clerical, Deacon Philip Devine for Volunteer, Garage Foreman Eugene Butler for Technical/Maintenance and Recreation Officer Steven Hirons along with Correction Officer Brian Bauch for the Humanitarian Award.

NCCI Opens an RTU

By John Beland

In fiscal year '08, NCCI decided to open a Residential Treatment Unit (RTU) on the second floor of Thompson Hall. Significant collaborative efforts of the NCCI community including DOC, UMASS and MHM staff have culminated in a strong clinical program that serves the more psychologically impaired inmates of NCCI. Initially drawing from those inmates already at NCCI due to their psychological needs, the RTU now screens and accepts inmates from throughout the department who are referred by clinicians at their current site and found suitable for classification to NCCI.

The maximum program capacity is currently 38 inmates. There are over 30 groups facilitated weekly, including psycho-educational groups (anxiety management, anger management, substance abuse treatment, healthy relationships), attributes to daily living groups (including social skills and life skills groups), and skills acquisition groups (cognitive behavioral therapy, dialectical behavioral therapy, music and movement, art therapy, and a symptom management group).

In conjunction with the NEADS program, there is a bi-monthly pet therapy group, which allows inmates the opportunity to express appropriate affection and nurturance in an environment where the opportunity for such is very limited. Also, there is a Garden Group. Members of the NCCI RTU have the opportunity to participate in a gardening program (there is a garden plot set apart specifically for this program) that allows inmates to benefit from an experience that promotes growth and patience in a healthy outdoor environment, and to ultimately enjoy the fruits of their labor. The program curriculum runs in 12-week cycles and is designed to meet the individual needs of each member.

NCCI's Project Wake Up Acknowledges Retiring Teacher Bob McGowan

By Anita Collins

On March 26, 2008, NCCI's Project Wake Up program bid a fond but sad farewell to Robert McGowan, a teacher at Oakmont Regional High School who was retiring. Bob was one of the first teachers to bring his Law and Local Government Class to the newly created Project Wake Up program nearly 25 years ago. Project Wake Up was established by NCCI's (then) Superintendent James Bender. According to Bob, Mr. Bender contacted him and asked if he would like to bring his law class out to the prison to participate in a "non-scared straight" program that allows inmates to explain to the students their real life experiences that put them on the path that led them to incarceration. The students would also have a chance to ask the inmates any questions that they may have. Bob accepted the offer and would continue bringing students here for over 23 years.



The final program session saw (now) Deputy Commissioner James Bender in attendance when he presented Bob with a Certificate of Appreciation for all of his years of dedication to Project Wake Up. When recently asked how his retirement was going, Bob said it was going great, but he assured us that he would be back in the fall with another class from Oakmont Regional High. Bob intends to stay involved with the school and NCCI until his replacement is comfortable. For us, the members of Project Wake Up would like to keep him returning for another 23 years.



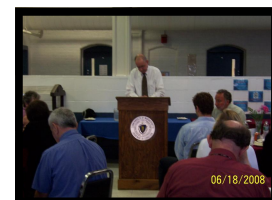
NCCI Hosts Volunteer Appreciation Night

By Anita Collins and Colette Goguen

On the evening of June 18, 2008, NCCI staff hosted a night of volunteer appreciation to personally thank the volunteers who dedicate their time in carrying out the Department of Correction's mission statement by providing programming opportunities for inmates at NCCI. Deputy Commissioner James Bender, Deputy Commissioner Veronica Madden, Superintendent Gary Roden and Director of Treatment Anita Collins were among the staff members who presented during the event. Each speaker conveyed the positive impact the volunteers have on both the inmates and staff at the facility and communicated their gratitude on behalf of the entire Department of Correction.

The event was well attended with approximately 55 volunteers and their guests and approximately 15 DOC staff members, including Director of Volunteer Services Bill Milhomme and representatives from NCCI. The evening consisted of a fantastic meal prepared and served by the NCCI Culinary Arts program under the direction of Culinary Arts Instructor Ken Flanagan and Director of Food Services Bill Newell. After the dinner, inmate speakers took to the podium to speak directly to the volunteers about the impact the volunteers have made on their lives. The volunteers were very moved when three inmates were introduced and read letters that they had written to show their appreciation. One volunteer group specifically mentioned that they were shocked when an inmate that attends their meeting each week got up to speak because they stated "last year he did not know how to read, we taught him how."

Overall, the event was a success and reiterated the important role that volunteers fill in our facilities. The staff members at NCCI greatly appreciate the hard work and dedication that the volunteers bring to the institution and we look forward to making this an annual event.





DOC Honors Staff at Awards Ceremony

By Diane Wiffin

Massachusetts Department of Correction Officers were among the Massachusetts State and County Correction Officers honored at the 2008 Correction Officer of the Year 11th Annual Awards ceremony held June 23, 2008 at the State House. Lieutenant Governor Timothy P. Murray, Secretary of the Executive Office of Public Safety and Security Kevin M. Burke, Commissioner Harold W. Clarke as well as County Sheriffs and other elected officials praised the Correction Officers for their bravery and dedication to public service.

Sgt. Jay Brule, Sgt. Christopher Hyde, Correction Officer Brian Dickhaut and LPN Brandon Hodsdon, all of Souza Baranowski Correctional Center, each received a Medal of Valor. CO Dickhaut and LPN Hodsdon were recognized for responding to an accident of a fellow Correction Officer after witnessing his vehicle veer off the road while they were on their way to work. Their quick actions saved his life. CO Dickhaut has been with the DOC for 10 years, while LPN Hodsdon has been with the DOC for five years.

Sgt. Brule and Sgt. Hyde were honored for their response in effectively controlling a combative inmate while he was being treated in the emergency room of a local hospital. Their professionalism prevented the inmate from assaulting the hospital physician, destroying medical equipment, and further injuring himself and others. Sgt. Brule has been with the DOC for 13 years, while Sgt. Hyde has been with the DOC for 17 years.

Commissioner Harold W. Clarke said, "As public safety professionals, Correction Officers have a tremendous responsibility to the public we serve. Correction Officers protect the public through the operations of safe, secure and humane correctional facilities."



CO Dickhaut, Sgt. Hyde and Brandon Hodsdon (left to right)

Media Liaison Training – A Day at The State House

By Wayne Beckwith and Donna Driscoll

The date was June 25, 2008. I thought it was going to be just another ordinary day in the DOC. Although things happen in our profession at a moment's notice, we are so in tune with spontaneity that most things are just ordinary. Besides, this day was devoted to training. I was happy to be out of the institution and doing something that I have an interest in, but nonetheless, still just ordinary. Man, was I wrong. You see, this training day was devoted to the Media Liaisons throughout the department. Each facility was represented, and we all convened at the State House. From the moment I reached the pinnacle of Beacon Hill and saw this great monument of General Ulysses S. Grant in battle, I knew this was not going to be any ordinary day.

We started promptly at 10 AM. To my amazement, and my peers as well, we were greeted by the Undersecretary of Criminal Justice for the Executive Office of Public Safety and Security Mary Elizabeth Heffernan, Charles McDonald of the Sex Offender Registry Board, David Procopio of the Mass. State Police and Terrel Harris of the Executive Office of Public Safety and Security. They provided us with very inspired testimonials from their experiences with media coverage and major events throughout their careers. We were afforded insight from a wealth of knowledge and experience that immediately grabbed our attention and maintained it throughout the day. Undersecretary Heffernan opened with an introduction of encouragement and praise for the job that we do as media liaisons. That was followed by a very productive Q&A session with the panel that I found to have more than admirable participation. The group as a whole seemed extremely interested in all that was being shared. Again, not just your ordinary day.

The day ended with the same level of enthusiasm as it began. Erin Gaffney, Director of Victim Services, gave the group an inspired look into the functions and role of her division. We learned the process and procedures for inmate interviews, feature stories, CORI protected information, communication with the Office of Communication and Outreach and much more. Sounds boring? I can assure you that it was not.

The closing address was delivered by the Director of Public Affairs Diane Wiffin. She easily maintained the enthusiasm, which was the theme of the day. There was even a last surprise in store for the group. Before we adjourned for the day, Director Wiffin presented several Media Recognition Awards, designed by Media Assistant Cara Savelli, to each respective facility's representative. It was a humorous way to conclude a pretty good day in the DOC.

Bunker Hill Community College Training Program at Boston Pre-Release Center

By Anne Manning

Boston Pre-Release Center entered into a successful partnership with Bunker Hill Community College (BHCC) in September 2007. To date, approximately 50 inmates have successfully completed the BHCC Work Skills Training Program. The program is designed to provide inmates with a common base of understanding of the basic and rather universal interpersonal skills and competencies required for success in the contemporary workplace.

Research upon which the Work Skills Training Program is based indicates that employers value specific competencies in the work place such as managing one's emotions, handling difficult encounters well and teamwork over technical skills and I.Q. combined. It is not a wild inference for correctional professionals to make, that years of incarceration have an adverse effect on an inmate's ability to manage his emotions and handle difficult encounters well. It is also easy to see where the added dilemma of being incarcerated for a number of years or even decades complicates an already complicated workplace reality. Any perception of teamwork is foreign to one who has done their time in an "us vs. them" survival mode. The disciplines used in the Work Skills Training Program may be helpful for offenders who have become accustomed to handling stressful situations in a manner that may work for them in prison, but will quickly land them unemployed or unemployable in the contemporary workplace.

During the course work, many inmates expressed the lack of confidence they had in themselves, their skills and their ability to express themselves. Upon completion of the course, many inmates shared that they felt that the program's focus made them feel good presenting themselves and gave them confidence.

Because many factors outside of the Department's control influence whether or not an inmate may be successful in their job search, immediate impact or results of the Work Skills Training Program may not be immediately apparent. However, the results thus far for inmates who have successfully completed the program are encouraging:

38% of work release eligible inmates who completed the class were employed within one month after graduating

50% of work release eligible inmates who completed the class were employed within two months after graduating

100% of work release eligible inmates who completed the class were employed within four months after graduating

Boston Pre-Release Center hopes to continue this partnership with Bunker Hill Community College that prepares offenders for community release by emphasizing essential life skills and competencies required for success in the contemporary workplace.

NCCI Staff Participate in FundRaiser for the American Cancer Society

By Sheila Cregg

The American Cancer Society held its Annual Relay For Life on June 6th and 7th at Mount Wachusett Community College (MWCC) in Gardner, Mass. For the 8th year, the Jailhouse Walkers registered for the event. The Jailhouse Walkers consist of DOC staff members, family and friends from NCCI Gardner, MCI Shirley, Concord SFU Division and the community.

Donna St. Jean, Mari-Jane Morgan and I are the three co-captains of the Jailhouse Walkers and coordinate walkers, facilitate fundraisers and provide moral support for the team. The relay is 24 hours and a member of each team commits to walk for a one hour stretch around the track at MWCC. Each team member receives a relay T-shirt and is expected to get sponsors and raise at least \$100 to help with cancer research.

In past years they have raised up to \$8000 for the American Cancer Society. This year their goal was \$10,000 of which they have already raised \$9,800. By the time Around the Block is distributed,



The Jailhouse Walkers

they are hoping to reach this goal.

Any DOC employee, their family and friends, are welcome to join the Jailhouse Walkers Team. If you would like more information please contact me at NCCI Gardner ext.134. "Let's lock up cancer and throw away the key!"



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Cara Savelli
Kyra Silva
Gary Temple
Michael Thomas
Diane Wiffin



When the Shift Ends...Ed Folger

By Diane Wiffin

As Ed Folger puts it, he was the only player the Red Sox signed who they never saw play a game. Instead, he plays for the Massachusetts Department of Correction, walking through the fields of MCI Shirley rather than Fenway Park. Instead of pitching fastballs in Fenway, he is a CPO who helps inmates avoid curveballs in life.

Ed grew up in Lancaster, where his parents worked for Atlantic Union College. His mother was a cook and his father managed the college's dairy farm. Ed played intramural sports, and his skill in basketball and baseball became well known. Ed's cousin went to church with the pitching coach of the Red Sox and mentioned Ed's talents. Soon, Ed was in Pawtucket throwing pitches in the bullpen. He was asked to come back a week later and tryout with the Director of the Red Sox Minor League and chief scout. "I hit three out of five pitches, and all three were home runs," said Ed. "It was a lucky day."

He was asked to sign a contract in 1972 and begin spring training in Winter Haven in 1973. In the month after tryouts and before spring training, Ed returned to the Lancaster farm to help bring in the corn silage. He wasn't so lucky that day. Ed tripped and fell into a corn blower and lost his leg. Fortunately, he didn't lose his life, but he did lose a dream. He wasn't going to play for the Red Sox. The Red Sox put on a benefit for him, and Rico Petrocelli, Bill Lee and minor league players from area towns came to show their support.

"Physically, I healed quickly. I lost my leg on September 27, 1972, and by November 1972, I was fitted and got a prosthetic," said Ed. After he lost his leg, he still participated in a men's softball and basketball league. He worked for the insurance company that handled his claim for a couple of years, then became a poker dealer for seven years at the Flamingo Hotel in Las Vegas, where his two sons now live.

In 1984, he came to the DOC as a CPO at Lancaster until it closed 18 years later. He has been at MCI Shirley ever since. He now works with inmates in the Assisted Daily Living Unit, Health Services Unit and SMU, working to resolve issues.

"I will always be grateful to former Superintendent Paul Dickhaut who was willing to provide me with the opportunity to have a career in the Department that has enabled me to meet my family's needs, develop lasting relationships with my co-workers, and perhaps have a positive impact with some of the inmates with whom I worked," said Ed.



Retirements: June- August

Eddie Arroyo	Daniel Farnkoff Jr.	Henrique Nunes	Paul Wasel
Paul Barbosa	David Fregeau	John Pelletier Jr.	John Witts
Paul Blaney	John Harrigan	Paul Poirier	
Judy Boucher	Nancy Harrington	Paul Provost	
Roland Brassard	David Hawk Jr.	Joseph Quigley	
Wayne Burt	Robert Lashua	Garry Rawcliffe	
Carlos Camboia	Arthur Leary Jr.	Baron Rodrigues	
Stephen Connolly	David Lopes	Bruce Russo	
Humphrey Desmond	Charles Lyons	Anthony Silva	
Sean Dillon	Ann Marchitelli	Stephen Studley	
Felita Dortch	William Messenheimer	John Valentino III	
Albert Dove	Philip Niemela	Bruce Vieira	

Promotions: June- August

Lee Charron	Kerri Kidney	Jennifer O'Connell
Christine Cullen	Joann Lynds	Daniel O'Connor Jr
Susan Dillon	Terre Marshall	Patricia Rogers
Thomas Germany	Sally Morelle	Tanya Robideau
Mark Gonyea	Ratnakar Pai	Peter Rice
Shahnaz Hussain	Christine Pipes	Sheila Smith
		Emily Tarpey